

**SUMMARY OF MAJOR CHANGES TO
DOD 7000.14-R, VOLUME 15, APPENDIX C
“IV - LOCALITY PAY PERCENTAGES 1994-2008”**

Changes are denoted in blue font

Substantive revisions are denoted by a ★ preceding the section,
paragraph, table, or figure that includes the revision

Hyperlinks are denoted by *underlined, bold, italic, blue font*

PARA	EXPLANATION OF CHANGE/REVISION	PURPOSE
IV	Updated to include FY 2005 through FY 2008 Included web site to obtain information for FY 2008 and forward http://opm.gov/	Update

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IV - LOCALITY PAY PERCENTAGES 1994-2008

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★For further information on FY 2008 and prior, click [Locality Pay Tables](#), at the OPM website <http://opm.gov/>, salaries and wages. Effective 1 October 2008, the rates will be obtained from the web site only.

★Locality Pay Percentages

Locality Pay Area	2008	2007	2006	2005
Atlanta	17.30	15.89	15.06	13.87
Boston	22.51	20.97	19.99	18.49
Buffalo	15.37	14.14	13.52	---
Chicago	23.16	21.79	21.15	19.70
Cincinnati	17.77	17.38	17.08	16.04
Cleveland	17.11	15.96	15.41	14.24
Columbus	15.80	15.00	14.85	13.98
Dallas	18.74	17.34	16.39	15.07
Dayton	15.26	14.27	13.83	12.86
Denver	21.03	20.02	19.49	18.06
Detroit	22.53	21.53	21.00	19.67
Hartford	23.97	22.44	21.30	19.52
Houston	27.39	26.65	26.37	24.77
Huntsville	14.23	13.60	13.35	12.42
Indianapolis	13.51	13.00	12.85	12.01
Kansas City	---	---	---	12.36
Los Angeles	25.26	24.03	23.18	21.65
Memphis	---	---	---	---
Miami	19.11	18.30	17.84	16.77
Milwaukee	16.73	15.54	14.74	13.62
Minneapolis	19.43	18.17	17.31	15.99
New York	26.36	24.57	22.97	20.99
Norfolk	---	---	---	---
Oklahoma City	---	---	---	---
Orlando	---	---	---	11.75
Philadelphia	20.14	18.85	18.04	16.67
Phoenix	14.74	13.22	12.65	---
Pittsburgh	14.93	14.16	13.81	12.86
Portland	18.72	17.63	17.61	15.93
Raleigh	16.82	16.18	15.57	---
Richmond	15.40	14.41	14.15	13.15
Sacramento	20.25	18.99	17.91	16.51
St. Louis	---	---	---	12.09
Salt Lake City	---	---	---	---
San Antonio	---	---	---	---
San Diego	22.00	20.34	19.19	17.68
San Francisco	32.53	30.33	28.68	26.39
Seattle	19.75	18.58	17.93	16.53
Washington, DC	20.89	18.59	17.50	15.98
Rest of U.S.	13.18	12.64	12.52	11.72

Locality Pay Percentages

Locality Pay Area	2004	2003	2002	2001	2000	1999
Atlanta	12.61	10.85	9.74	8.66	7.66	6.67
Boston	16.99	15.00	13.57	12.13	10.72	9.32
Buffalo	---	---	---	---	---	---
Chicago	18.26	16.15	14.58	13.00	11.49	9.98
Cincinnati	15.07	13.44	12.09	10.76	9.52	8.31
Cleveland	13.14	11.50	10.33	9.17	8.05	6.92
Columbus	13.14	11.78	10.70	9.61	8.55	7.46
Dallas	13.85	12.10	10.90	9.71	8.59	7.47
Dayton	12.03	10.67	9.62	8.60	7.63	6.67
Denver	16.66	14.77	13.34	11.90	10.54	9.16
Detroit	18.32	16.27	14.71	13.14	11.64	10.13
Hartford	17.87	15.56	14.11	12.65	11.25	9.85
Houston	23.14	20.53	18.61	16.66	14.79	12.92
Huntsville	11.49	10.06	9.08	8.12	7.22	6.31
Indianapolis	11.11	9.83	8.85	7.89	6.99	6.08
Kansas City	11.54	10.26	9.28	8.32	7.42	6.51
Los Angeles	20.05	17.71	16.05	14.37	12.76	11.14
Memphis	---	---	---	---	---	---
Miami	15.54	13.81	12.45	11.09	9.80	8.51
Milwaukee	12.64	11.20	10.05	8.91	7.83	6.74
Minneapolis	14.75	12.84	11.56	10.30	9.11	7.92
New York	19.29	16.83	15.23	13.62	12.09	10.55
Norfolk	---	---	---	---	---	---
Oklahoma City	---	---	---	---	---	---
Orlando	10.93	9.65	8.67	7.71	6.79	5.87
Philadelphia	15.32	13.43	12.11	10.80	9.55	8.30
Phoenix	---	---	---	---	---	---
Pittsburgh	11.92	10.52	9.52	8.54	7.61	6.68
Portland	14.69	12.97	11.64	10.32	9.06	7.80
Raleigh	---	---	---	---	---	---
Richmond	12.13	10.75	9.67	8.60	7.60	6.61
Sacramento	15.18	13.29	11.99	10.73	9.50	8.27
St. Louis	11.27	9.99	8.98	8.00	7.08	6.17
Salt Lake City	---	---	---	---	---	---
San Antonio	---	---	---	---	---	---
San Diego	16.16	14.07	12.70	11.31	9.97	8.62
San Francisco	24.21	21.08	19.04	16.98	15.01	13.06
Seattle	15.12	13.11	11.77	10.45	9.20	7.96
Washington, DC	14.63	12.74	11.48	10.23	9.05	7.87
Rest of U.S.	10.90	9.62	8.64	7.68	6.78	5.87

Locality Pay Percentages

Locality Pay Area	1998	1997	1996	1995	1994
Atlanta	6.18	5.65	5.14	4.66	3.86
Boston	8.61	7.97	7.68	6.97	5.47
Buffalo	---	---	---	---	---
Chicago	9.21	8.13	7.63	6.92	5.34
Cincinnati	7.71	6.75	5.87	5.33	4.22
Cleveland	6.35	5.51	4.67	4.23	3.34
Columbus	6.90	6.62	5.84	5.30	---
Dallas	6.90	6.40	6.23	5.65	4.21
Dayton	6.19	5.66	5.72	5.19	3.77
Denver	8.46	7.06	6.34	5.75	4.54
Detroit	9.36	8.14	7.26	6.59	4.84
Hartford	9.13	---	---	---	---
Houston	11.96	11.52	9.40	8.53	6.52
Huntsville	5.84	5.18	4.84	4.39	4.10
Indianapolis	5.63	5.49	5.04	4.58	3.68
Kansas City	6.06	5.10	4.38	3.97	3.30
Los Angeles	10.31	9.46	8.15	7.39	5.69
Memphis	---	---	---	---	3.09
Miami	7.86	6.74	5.94	5.39	---
Milwaukee	6.19	5.58	---	---	---
Minneapolis	7.32	6.53	---	---	---
New York	9.76	9.15	8.05	7.30	5.77
Norfolk	---	---	---	---	3.28
Oklahoma City	---	---	---	3.34	---
Orlando	5.42	---	---	---	---
Philadelphia	7.67	7.28	6.90	6.26	4.96
Phoenix	---	---	---	---	---
Pittsburgh	6.21	5.07	---	---	---
Portland	7.17	6.13	5.20	4.71	---
Raleigh	---	---	---	---	---
Richmond	6.12	5.27	4.41	4.00	---
Sacramento	7.64	6.56	5.81	5.27	3.69
St. Louis	5.71	5.18	4.72	4.28	3.09
Salt Lake City	---	---	---	---	3.09
San Antonio	---	---	---	---	3.09
San Diego	7.94	7.07	6.76	6.14	3.88
San Francisco	12.06	10.66	8.97	8.14	6.18
Seattle	7.34	6.62	6.44	5.84	3.92
Washington, DC	7.27	7.11	6.04	5.48	4.23
Rest of U.S.	5.42	4.81	4.13	3.74	3.09